



October 14, 2009

Selection Committee Members
Sumter County Board of County Commissioners
c/o Ms. Amanda Taylor, Budget & Purchasing Coordinator
910 North Main Street, Suite 220
Bushnell, Florida 33513

Dear Members of the Selection Committee:

Thank you for the opportunity to submit a proposal to assist Sumter County in recruiting the next Public Works Director.

With over 25 years of public sector recruitment experience, we are qualified to assist the County and have conducted hundreds of searches nationwide for top leadership positions with cities, counties, universities and special districts. We have two offices—Tallahassee, Florida and Sacramento (Roseville), California, enabling us to service clients coast-to-coast.

Enclosed is our proposal, a list of our former clients, and a sample recruitment brochure.

Please let us know if you have any questions. We hope you find our qualifications favorable, and we look forward to meeting you and serving Sumter County.

Sincerely,

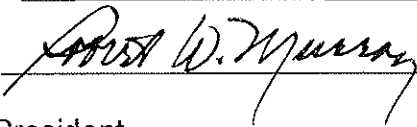
S. Renee Narloch
Director – Eastern Region
renee@bobmurrayassoc.com

phone 850•391•0000
fax 916•751•2293
6753 Thomasville Road, #108-242
Tallahassee, Florida 32312

Sumter County
EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR

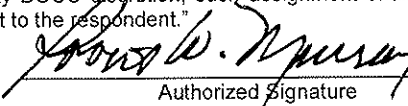
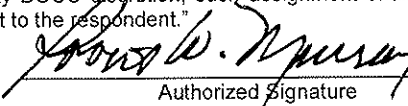
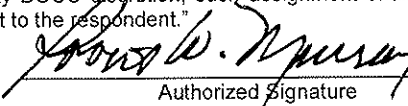
PART 4
PROPOSALS DOCUMENTS

PROPOSALS COVER PAGE

Name of Firm, Entity or Organization: MBN Services, Inc., d/b/a Bob Murray & Associates	
Federal Employer Identification Number (FEIN): 83-0348618	
State of Florida License Number (If Applicable):	
Name of Contact Person: S. Renee Narloch	
Title: Director	
E-Mail Address: reneen@bobmurrayassoc.com	
Mailing Address: 6753 Thomasville Road, #108-242	
Street Address (if different):	
City, State, Zip: Tallahassee, FL 32312	
Telephone: 850-391-0000 Fax: 916-751-2293 (fax to e-mail)	
Organizational Structure – Please Check One:	
Corporation <input checked="" type="checkbox"/> Partnership <input type="checkbox"/> Proprietorship <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other <input type="checkbox"/>	
If Corporation:	
Date of Incorporation: 2001	State of Incorporation: California
States Registered in as Foreign Corporation:	
Authorized Signature:	
Print Name: Robert W. Murray	
Signature: 	
Title: President	
Phone: (916) 784-9080	

This document must be completed and returned with your Submittal

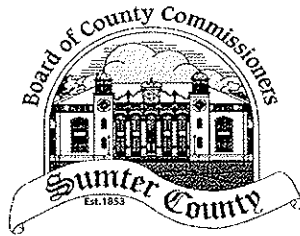
Sumter County
EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR
PROPOSER'S CERTIFICATION

Submit To: Sumter County Board of County Commissioners 910 North Main Street Bushnell, Florida, 33513 Phone 352-793-0200 Fax 352-793.0207		SUMTER COUNTY BOARD OF COUNTY COMMISSIONERS REQUEST FOR PROPOSALS (RFP) CERTIFICATION AND ADDENDA ACKNOWLEDGMENT											
DUE DATE: October 16, 2009	DUE TIME: 10:00 am	RFP # 139-0-2009/AT											
TITLE: RFP # 139-0-2009/AT EXECUTIVE SEARCH SERVICES - PUBLIC WORKS DIRECTOR													
VENDOR NAME: MBN Services, Inc. d/b/a Bob Murray & Associates		PHONE NUMBER: 850-391-0000											
VENDOR MAILING ADDRESS: 6753 Thomasville Road, #108-242		FAX NUMBER: 916-751-2293											
CITY/STATE/ZIP: Tallahassee, FL 32312		E-MAIL ADDRESS: reneen@bobmurrayassoc.com											
<p>"I, the undersigned, certify that I have reviewed the addenda listed below (list all addenda received to date). I understand that timely commencement will be considered in award of this RFP and that cancellation of award will be considered if commencement time is not met, and that untimely commencement may be cause for termination of contract. I further certify that the services will meet or exceed the RFP requirements. I, the undersigned, declare that I have carefully examined the RFP, specifications, terms and conditions as applicable for this Request, and that I am thoroughly familiar with all provisions and the quality and type of coverage and services specified. I further declare that I have not divulged, discussed, or compared this RFP with any other Offeror and have not colluded with any Offerors or parties to an RFP whatsoever for any fraudulent purpose."</p> <table style="width: 100%; margin-top: 10px;"> <tr> <td style="text-align: center; width: 20%;">1</td> <td style="text-align: center; width: 20%;"></td> <td style="text-align: center; width: 20%;"></td> <td style="text-align: center; width: 20%;"></td> <td style="text-align: center; width: 20%;"></td> </tr> <tr> <td style="text-align: center;">Addendum #</td> <td style="text-align: center;">Addendum #</td> <td style="text-align: center;">Addendum #</td> <td style="text-align: center;">Addendum #</td> <td style="text-align: center;">Addendum #</td> </tr> </table>				1					Addendum #	Addendum #	Addendum #	Addendum #	Addendum #
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Addendum #	Addendum #	Addendum #	Addendum #	Addendum #									
<p>"I certify that this quote is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting an RFP for the same material, supplies, equipment or services and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this RFP and certify that I am authorized to sign this response and that the offer is in compliance with all requirements of the RFP, including but not limited to certification requirements. In conducting offers with an agency for Sumter County Board of County Commissioners (BOCC), respondent agrees that if this Proposals is accepted, the respondent will convey, sell, assign, or transfer to the Sumter County BOCC all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States for price fixing relating to the particular commodities or services purchased or acquired by the COUNTY. At the Sumter County BOCC discretion, such assignment shall be made and become effective at the time the purchasing agency renders final payment to the respondent."</p> <table style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 50%; vertical-align: bottom;"> <u>Robert W. Murray, President</u> Authorized Agent Name, Title (Print) </td> <td style="width: 30%; vertical-align: bottom; text-align: center;">  Authorized Signature </td> <td style="width: 20%; vertical-align: bottom; text-align: center;"> <u>10/13/09</u> Date </td> </tr> </table>				<u>Robert W. Murray, President</u> Authorized Agent Name, Title (Print)	 Authorized Signature	<u>10/13/09</u> Date							
<u>Robert W. Murray, President</u> Authorized Agent Name, Title (Print)	 Authorized Signature	<u>10/13/09</u> Date											

This document must be completed and returned with your Submittal

Sumter County
EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR

PROPOSALS FORM FOR
BOARD OF SUMTER COUNTY COMMISSIONERS



Name of Firm Submitting Qualifications MBN Services, Inc. d/b/a Bob Murray & Associates

Name of Person Submitting Qualifications Robert W. Murray, President

PROPOSER ACKNOWLEDGMENT

"The undersigned hereby declares that he/she has informed himself/herself fully in regard to all conditions to the work to be done, and that he/she has examined the RFP and Specifications for the work and comments hereto attached. The Vendor proposes and agrees, if this submission is accepted, to contract with the Board of Sumter County Commissioners, to furnish all necessary materials, equipment, labor and services necessary to complete the work covered by the RFP and Contract Documents for this Project. The Vendor agrees to accept in full compensation for each item the prices named in the schedules incorporated herein."

CONSULTANT'S FEE SCHEDULE MUST BE ATTACHED TO THIS PROPOSAL

Robert W. Murray
Signature

Oct 13, 2009
Date

[☐] Check if exception(s) or deviation(s) to Specifications. Attach separate sheet(s) detailing reason and type for the exception or deviation.

This document must be completed and returned with your Submittal

BUDGET, TIMING AND GUARANTEE

PROFESSIONAL FEE AND EXPENSES

The professional fee for conducting this recruitment on behalf of Sumter County is \$12,500, plus actual expenses. Services covered by the fee consist of all steps outlined in this proposal, including three (3) days of meetings on site. Expenses are estimated to be \$6,500-\$7,500 and include items such as the cost of consultant travel, clerical support, placement of ads, credit, criminal and civil checks, education verification, as well as newspaper searches. In addition, postage, photocopying, and telephone charges are included.

TIMING

We are available to begin the search immediately, and our current workload is such that we can ensure that the County will receive our full attention throughout the entire recruitment process. We will be prepared to make our recommendation regarding finalists within 75 to 90 days from the start of the search. A standard recruitment can typically be completed in 16 weeks and follows a schedule similar to the one below:

WEEK:	TASK:
1	Conduct meeting with the County and others involved in the process
2	Develop recruitment brochure and advertisements
3	County reviews recruitment brochure and advertisements
4	Recruitment brochure printed and advertisements placed
5	Active recruitment of candidates begins
9	Closing date
10	Screen resumes
11-12	Recruiter interviews top candidates
12-13	Public records search
14	Review recommendations with the County and others involved in the process
15	Candidates interview with County, follow-up interviews, and consultant reference/background checks
16	Candidate selected

GUARANTEE

We guarantee that, should the selected candidate be terminated for cause within the first year of employment, we will conduct the search again at no cost (with the exception of expenses) to the County. We are confident in our ability to recruit outstanding candidates and do not expect the County to find it necessary to exercise this provision. We commit to continuing the recruitment process until an appointment is made, and we will not solicit the selected candidate for any other opportunities while employed by Sumter County.

Sumter County

EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR

STATEMENT OF TERMS AND CONDITIONS

PUBLIC ENTITY CRIME: A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a Proposal/Bid on a contract to provide any goods or services to a public entity, for the construction or repair of a public building or public work, may not submit Proposals/Bids on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

INDEMNIFICATION: The Contractor agrees to indemnify and hold harmless Board of Sumter County Commissioners, and their elected officials, employees and volunteers from and against all claims, losses and expenses, including legal costs, arising out of or resulting from, the performance of this contract, provided that any such claims, damage, loss of expenses is attributed to bodily injury, sickness, disease, personal injury or death, or to injury to or destruction of tangible property including the loss or loss of use resulting therefrom and is caused in whole or in part by any negligent act or omission of the tenant.

PROHIBITION OF LOBBYING: During the black out period which is, the period between the time the submittals for Invitation to Bid or the Request for Proposals, or Qualifications, or information, as applicable, are received at Contracts / Purchasing and the time the Board awards the contract, no proposer, no lobbyist, principal, or other person may lobby, on behalf of a competing party in a particular procurement matter, any member of the Board, or any Board employee other than the Budget & Purchasing Manager. Violation of this provision may result in disqualification of violating party. All questions regarding this Request for Proposals (RFP) or Invitation to Bid (BID) must be submitted in writing to the Board's Budget & Purchasing Manager.

ANTI TRUST LAWS: By submission of a signed RFP or BID, the successful Vendor acknowledges compliance with all antitrust laws of the United States and the State of Florida, in order to protect the public from restraint of trade, which illegally increases prices.

CONFLICT OF INTEREST: The award of the contract hereunder is subject to the provisions of Chapter 112 of the Florida Statutes. Vendors shall disclose the name of any Officer, Director, Partner, Associate, or Agent who is also an Officer, Appointee, or Employee of any of the Boards at the time of the RFP or BID, or at the time of occurrence of the Conflict of Interest thereafter.

INTERPRETATION, CLARIFICATIONS AND ADDENDA: No oral interpretations will be made to any vendor as to the meaning of the RFP/BID Contract Documents. Any inquiry or request for interpretation received by the Budget & Purchasing Manager before the date listed herein will be given consideration. All such changes or interpretations will be made in writing in the form of an addendum and, if issued, will be distributed at or after the Pre-Proposals/Pre-Bid Conference, mailed or sent by available or electronic means to all attending prospective Submitters prior to the established RFP/BID opening date. Each Vendor shall acknowledge receipt of such addenda in the space provided. In case any Proposer/Bidder fails to acknowledge receipt of such addenda or addendum, his offer will nevertheless be construed as though it had been received and acknowledged and the submission of his bid will constitute acknowledgment of the receipt of same. All addenda are a part of the RFP/BID FORMS and each Proposer/Bidder will be bound by such addenda, whether or not received by him. It is the responsibility of each proposer/bidder to verify that he has received all addenda issued before RFP's/BID's are opened. In the case of unit price items, the quantities of work to be done and materials to be furnished under this RFP/BID Contract are to be considered as approximate only and are to be used solely for the comparison of RFP's/BID's received. The Board and/or his CONSULTANT do not expressly or by implication represent that the actual quantities involved will correspond exactly therewith; nor shall the Vendor plead misunderstanding or deception because of such estimate or quantities of work performed or material furnished in accordance with the Specifications and/or Drawings and other Proposals/Bid Documents, and it is understood that the quantities may be increased or diminished as provided herein without in any way invalidating any of the unit or lump sum prices bid.

GOVERNING LAWS AND REGULATIONS: The vendor is required to be familiar with and shall be responsible for complying with all federal, state and local laws, ordinances, rules and regulations that in any manner affect the work.

PROPRIETARY/CONFIDENTIAL INFORMATION: Vendors are hereby notified that all information submitted as part of, or in support of RFP's/BID's, will be available for public inspection ten days after opening of the RFP's/BID's or until a short list is recommended whichever comes first, in compliance with Chapter 119, and 287 of the Florida Statutes. Any person wishing to view the RFP's/BID's must make an appointment by calling the Budget & Purchasing Manager at (352) 793-0200. All RFP's/BID's submitted in response to this solicitation become the property of the Board. Unless information submitted is proprietary, copy written, trademarked, or patented, the Board reserves the right to utilize any or all information, ideas, conceptions, or portions of any RFP/BID, in its best interest.

TAXES: The Board of Sumter County Commissioners is exempt from any taxes imposed by the State and/or Federal Government. Exemption certificates will be provided upon request.

NON-COLLUSION DECLARATION: By signing this RFP/BID, all Vendors shall affirm that they shall not collude, conspire, connive or agree, directly or indirectly, with any other Proposer, firm, or person to submit a collusive or sham Proposal in connection with the work for which their RFP/BID has been submitted; or to refrain from Bidding in connection with such work; or have in any manner, directly or indirectly, sought by person to fix the price or prices in the RFP/BID or of any other Bidder, or to fix any overhead, profit, or cost elements of the RFP/BID price or the RFP/BID price of any other Bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against any other Bidder, or any person interested in the proposed work.

PROPOSER RESPONSIBILITY: Invitation by the Boards to vendors is based on the recipient's specific request and application to DemandStar by Onvia at www.DemandStar.com [(800) 711-1712] or as the result of response by the public to the legal advertisements required by State law. Firms or individuals submit their responses on a voluntary basis, and therefore are not entitled to compensation of any kind.

OWNERSHIP OF SUBMITTALS: All responses, inquiries or correspondence relating to or in reference to this RFP/BID, and all other reports, charts, displays, schedules, exhibits and other documentation submitted by the vendors will become the property of the Board. Reference to literature submitted with a previous RFP/BID will not relieve the Bidder from including any required documents with this RFP/BID.

EXAMINATION OF BID DOCUMENTS: Each Bidder shall carefully examine the RFP/BID Document to ensure all pages have been received, all drawings and/or Specifications and other applicable documents are included, and shall inform himself thoroughly regarding any and all conditions and requirements that may in any manner affect cost, progress or performance of the work to be performed under the Contract. Ignorance on the part of the CONTRACTOR will in no way relieve him of the obligations and responsibilities assumed under the Contract.

VENDOR RESPONSIBILITY: Vendors are fully and completely responsible for the labeling, identification and delivery of their submittals. The Budget & Purchasing Manager will not be responsible for any mislabeled or misdirected submissions, nor those handled by delivery persons, couriers, or the US Postal Service.

DRUG FREE WORKPLACE: All Proposers/Bidders shall submit the enclosed, duly signed and notarized form entitled "Drug Free Workplace Certificate". The Drug Free Workplace Vendor shall have the burden of demonstrating that his program complies with Section 287.067 of the Florida Statutes, and any other applicable state law.

BOARD OF SUMTER COUNTY COMMISSIONERS, are political subdivisions of the State of Florida, and reserve the right to reject any and/or all submittals, reserve the right to waive any informalities or irregularities in the examination process, and reserve the right to award contracts and/or in the best interest of the Boards. Submittals not meeting stated minimum terms and qualifications may be rejected by the Boards as non-responsive. The Boards reserve the right to reject any or all submittals without cause. The Boards reserves the right to reject the submission of any Vendor in arrears or in default upon any debt or contract to the Boards, or who has failed to perform faithfully any previous contract with the Boards or with other governmental agencies.

PUBLIC RECORDS LAW: Correspondence, materials and documents received pursuant to this RFP/BID become public records subject to the provisions of Chapter 119, Florida Statutes.

VERIFICATION OF TIME: Nextel time is hereby established as the Official Time of the Boards.

PREPARATION OF PROPOSALS/BIDS:

Signature of the Bidder: The Bidder must sign the RFP/BID FORMS in the space provided for the signature. If the Proposer/Bidder is an individual, the words "doing business as _____" must appear beneath such signature. In the case of a partnership, the signature of at least one of the partners must follow the firm name and the words, "Member of the Firm" should be written beneath such signature. If the Proposer/Bidder is a corporation, the title of the officer signing the RFP/BID on behalf of the corporation must be stated and evidence of his authority to sign the RFP/BID must be submitted. The Proposer/Bidder shall state in the RFP/BID FORMS the name and address of each person interested therein.

Basis for Bidding: The price proposed for each item shall be on a lump sum or unit price basis according to specifications on the RFP/BID FORM. The proposed prices shall remain unchanged for the duration of the Contract and no claims for cost escalation during the progress of the work will be considered, unless otherwise provided herein. **Total Proposed Price/Total Contract Sum Proposed:** If applicable, the total price bid for the work shall be the aggregate of the lump sum prices proposed and/or unit prices multiplied by the appropriate estimated quantities for the individual items and shall be stated in figures in the appropriate place on the RFP/BID FORM. In the event that there is a discrepancy on the RFP/BID FORM due to unit price extensions or additions, the corrected extensions and additions shall be used to determine the project bid amount.

TABULATION: Those wishing to receive an official tabulation of the results of the opening of this RFP/BID are to submit a self-addressed, stamped business size (No. 10) envelope, prominently marked on the front lower left side, with the RFP identification. Tabulation requested by telephone, fax or electronic media will not be accepted.

OBLIGATION OF WINNING BIDDER: The contents of the RFP/BID of the successful proposer/bidder will become contractual obligations if acquisition action ensues. Failure of the successful Proposer/Bidder to accept these obligations in a contract may result in cancellation of the award and such vendor may be removed from future participation.

AWARD OF BID: It is the Boards' intent to select a vendor within sixty (60) calendar days of the deadline for receipt of Proposals/Bids. However, Proposals/Bids must be firm and valid for award for at least ninety (90) calendar days after the deadline for receipt of the RFP/BID.

ADDITIONAL REQUIREMENTS: The firms shall furnish such additional information as the Boards may reasonably require. This includes information which indicates financial resources as well as ability to provide the services. The Boards reserve the right to make investigations of the qualifications of the firm as it deems appropriate.

PREPARATION COSTS: The Boards shall not be obligated or be liable for any costs incurred by Proposers/Bidders prior to issuance of a contract. All costs to prepare and submit a response to this RFP/BID shall be borne by the Proposer/Bidder.

TIMELINESS: All work will commence upon authorization from the Boards' representative (Budget & Purchasing Manager). All work will proceed in a timely manner without delays. The Contractor shall commence the work UPON RECEIPT OF NOTICE TO PROCEED and/or ORDER PLACED (PURCHASE ORDER PRESENTED), and shall deliver in accordance to the terms and conditions outlined and agreed upon herein.

DELIVERY: All prices shall be FOB Destination, Sumter County, Florida, inside delivery unless otherwise specified.

ADDITIONAL SERVICES/PURCHASES BY OTHER PUBLIC AGENCIES ("PIGGY-BACK"):

The Vendor by submitting a Bid acknowledges that other Public Agencies may seek to "Piggy-Back" under the same terms and conditions, during the effective period of any resulting contract – services and/or purchases being offered in this Bid, for the same prices and/or terms proposed. Vendor has the option to agree or disagree to allow contract Piggy-Backs on a case-by-case basis. Before a Public Agency is allowed to Piggy-Back any contract, the Agency must first obtain the vendor's approval – without the vendor's approval, the seeking Agency cannot Piggy-Back.

PLANS, FORMS & SPECIFICATIONS: Bid Packages are available from the Budget & Purchasing Manager. These packages are available for pickup or by mail. If requested to mail, the Proposer/Bidder must supply a courier account number (UPS, FedEx, etc.). Proposers/Bidders are required to use the official RFP/BID FORMS, and all attachments itemized herein, are to be submitted as a single document. Any variation from the minimum specifications must be clearly stated on the RFP/BID FORM and/or Exceptions/Deviations Sheet(s). Only one set of plans, forms, and specifications will be furnished each company or corporation interested in submitting a Proposal/bid. RFP/BID FORM documents for this project are free of charge and are available on-line and are downloadable (vendor must pay any DemandStar fees or any shipping).

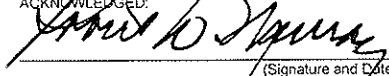
MANUFACTURER'S NAME AND APPROVED EQUIVALENTS: Any manufacturer's names, trade names, brand names, information and/or catalog numbers listed in a specification are for information and not intended to limit competition unless otherwise indicated. The Proposer/Bidder may offer any brand for which he is an authorized representative, which meets or exceeds the RFP/BID specification for any item(s). If RFP's/BID's are based on equivalent products, indicate on the RFP/BID FORM the manufacturer's product name and literature, and/or complete specifications. Reference to literature submitted with a previous RFP/BID will not satisfy this provision. The Proposer/Bidder shall explain in detail the reason(s) why the proposed equivalent will meet the specifications and not be considered an exception thereto. RFP's/BID's which do not comply with these requirements are subject to rejection. RFP's/BID's lacking any written indication of intent to quote an alternate brand will be received and considered in complete compliance with the specifications as listed on the RFP/BID FORM. The Budget & Purchasing Manager is to be notified, in writing, of any proposed changes in materials used, manufacturing process, or construction. However, changes shall not be binding upon the Boards unless evidenced by a Change Notice issued and signed by the Budget & Purchasing Manager, or designated representative.

QUANTITIES: The quantities as specified in this RFP/BID are estimates only and are not to be construed as guaranteed minimums.

SAMPLES: Samples of items, when called for, shall be furnished free of expense, and if not destroyed may, upon request, be returned at the Proposer's/Bidder's expense. Each sample shall be labeled with the Proposer's/Bidder's name, manufacturer brand name and number, RFP/BID number and item reference. Samples of successful Proposer's/Bidder's items may remain on file for the term of the contract. Request for return of samples shall be accompanied by instructions which include shipping authorization and must be received at time of opening. Samples not returned may be disposed of by the Boards within a reasonable time as deemed appropriate.

DOCUMENT RE-CREATION: Vendor may choose to re-create any document(s) required for this solicitation, but must do so at his own risk. All required information in the original Board format must be included in any re-created document. Bidmittals may be deemed non-responsive if required information is not included in any re-created document.

ACKNOWLEDGED:


(Signature and Date)

10/13/09

This document must be completed and returned with your Submittal

SECRETARY'S CERTIFICATE

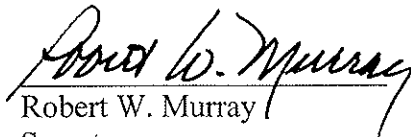
The undersigned, Robert W. Murray, Secretary of MBN Services, Inc., d/b/a Bob Murray & Associates, a Nevada corporation, (the "Corporation"), does hereby certify that the following are true and complete resolutions which were unanimously adopted at a duly called and held meeting of the Board of Directors of MBN Services, Inc on the 29th day of June, 2009, and that such resolutions have not been amended or modified and continue to be in full force and effect as of this date:

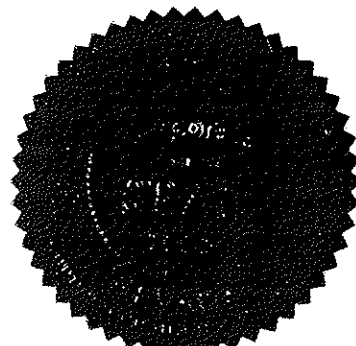
RESOLVED, that the Corporation may executive and deliver any and all contracts which it deems to be necessary or appropriate to carry out its business; and

FURTHER RESOLVED, that Robert W. Murray, as President of the Corporation, is authorized and directed to execute and deliver any and all contracts on behalf of the Corporation and to do and perform all acts and things which he/she deems to be necessary or appropriate to carry out the terms of such contracts, including, but not limited to, executing and delivering all agreements and documents contemplated by such contracts.

The undersigned further certifies that Robert W. Murray now holds the office of President and he has held that office since June 1, 2003.

IN WITNESS WHEREOF, the undersigned has executed this Certificate this 2nd day of July, 2009.


Robert W. Murray
Secretary



Sumter County
EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR

CONTRACTOR'S AFFIDAVIT

State of California

County of Placer

Before me personally appeared Robert W. Murray who is (title) President
of (the company described herein) MBN Services, Inc. d/b/a Bob Murray & Associates being duly sworn, deposes and says that
the foregoing statements are a true and accurate statement of the position of said organization as of the date thereof, and, that the
statements and answers to the foregoing experience questionnaire are correct and true as of the date of this affidavit; and, that
he/she understands that intentional inclusion of false, deceptive, or fraudulent statements of this application constitutes fraud; and,
agrees to furnish any pertinent information requested by The Sumter County Board of County Commissioner deemed necessary to
verify the statements made in this application or regarding the ability, standing and general reputation of the applicant.

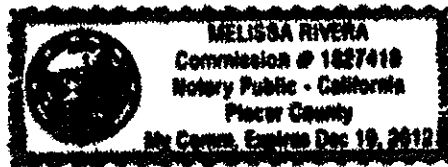
Personally Known _____ or Produced Identification MO289322
CADL H9307355 MR

Sworn to and subscribed before me this 13th day of October, 2009

Melissa Rivera
NOTARY PUBLIC - STATE OF CA
(Signature of Notary Public)

Melissa Rivera
(Print Name of Notary Public)

(seal)



This document must be completed and returned with your Submittal

Sumter County
EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR
REFERENCE & SIMILAR PROJECTS EXPERIENCE FORM

For more recent references, please see attached.

Owner / Business Name: Florida Association of Counties (FAC)		
Project Location / Address: Tallahassee		
City: Tallahassee	State: FL	Zip Code:
Point of Contact: Bob Nabors, Selection Committee Chairman, Nabors, Giblin & Nickerson, PA, Tallahassee		Dates of Work: 2006
Phone Number: 850-224-4070		Fax Number:
E-mail Address: rnabors@ngnlaw.com		
Project Name: Executive Recruitment of FAC's Executive Director		
Brief Description of Project: Ms. Narloch was selected by Bob Nabors to facilitate interviews and conduct background checks, including references, education, credit and criminal, for finalists for the most recent selection of the Executive Director for the Florida Association of Counties (FAC). Facilitated interviews and presented findings to Selection Committee.		

Owner / Business Name: City of Lancaster, CA		
Project Location / Address: Lancaster		
City: Lancaster	State: CA	Zip Code:
Point of Contact: Bob LaSala, Pinellas County Administrator (former City Manager)		Dates of Work: 2004-2007
Phone Number: 727-646-3485		Fax Number:
E-mail Address: RLaSala@pinellascounty.org		
Project Name: Executive Recruitment Services – Assistant City Manager and Finance Director recruitments.		
Brief Description of Project: BMA worked with Bob LaSala as a client and a candidate on several searches over the past 5 years. Conducted full searches which included developing candidate profile, advertising, developing recruitment brochure, recruiting and screening candidates, interviewing candidates, making recommendations, facilitating final interviews and contract negotiations. Also included conducting public records search, references and background checks.		

Owner / Business Name: City of Lakeland, Florida		
Project Location / Address: Lakeland, FL		
City: Lakeland	State: FL	Zip Code:
Point of Contact: Mr. Roger Haar, former City Manager, current President of Historic Lakeland, Inc.		Dates of Work: 1999-2002
Phone Number: 863-682-6149		Fax Number:
E-mail Address:		
Project Name: Executive Recruitment Services – two positions. Public Works Director (placed Richard Lilyquist); Employee Relations Director (placed George Brooks).		
Brief Description of Project: While working for DMG/MAXIMUS, Ms. Narloch recruited for both of these positions. Conducted full searches which included developing candidate profile, advertising, developing recruitment brochure, recruiting and screening candidates, interviewing candidates, making recommendations, facilitating final interviews and contract negotiations. Also included conducting public records search, references and background checks. Both candidates are still employed by the City of Lakeland.		

This document must be completed and returned with your Submittal

REFERENCES

Clients and candidates provide the best testament to our ability to conduct quality searches. Listed below are a few clients for whom Bob Murray and Associates' recruiters have conducted searches, and a complete listing of clients is enclosed as well. Specific references are also listed below, and we encourage you to contact them for a first-hand account of the quality of our services.

CLIENT: City of Poway, CA
POSITION: Public Works Director
REFERENCE: Mr. Mickey Cafagna, Mayor, (858) 668-4520 or Mr. Rod Gould, City Manager, (858) 668-4500

CLIENT: New Orleans Redevelopment Authority, New Orleans, LA
POSITION: Executive Director
REFERENCE: Mr. Sam Saia, Project Manager, (504) 658-4429, sgsaia@cityofno.com

CLIENT: Virginia Commonwealth University, Richmond, VA
POSITION: Police Chief
REFERENCE: Ms. Patricia Wallace, Human Resources Manager, (804) 828-3721, wallacepd@vcu.edu

CLIENT: Clackamas County, OR
POSITION: County Administrator and others
REFERENCE: Ms. Nancy Drury, Personnel Director, (503) 655-8812

CLIENT: City of Phoenix, AZ
POSITION: City Manager, Water Services Director
REFERENCE: Ms. Mary Kyle, Deputy Personnel Director, (602) 262-6270 mary.kyle@phoenix.gov

Sumter County
EXECUTIVE SEARCH SERVICES – PUBLIC WORKS DIRECTOR

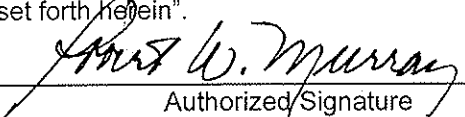
DRUG FREE WORKPLACE CERTIFICATE

I, the undersigned, in accordance with Florida Statute 287.087, hereby certify that,

MBN Services, Inc. d/b/a Bob Murray & Associates

(print or type name of firm)

- Publishes a written statement notifying that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace named above, and specifying actions that will be taken against violations of such prohibition.
- Informs employees about the dangers of drug abuse in the work place, the firm's policy of maintaining a drug free working environment, and available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug use violations.
- Gives each employee engaged in providing commodities or contractual services that are under Proposals or bid, a copy of the statement specified above.
- Notifies the employees that as a condition of working on the commodities or contractual services that are under Proposals or bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, plea or guilty or nolo contendere to, any violation of Chapter 1893, or of any controlled substance law of the State of Florida or the United States, for a violation occurring in the work place, no later than five (5) days after such conviction, and requires employees to sign copies of such written (*) statement to acknowledge their receipt.
- Imposes a sanction on, or requires the satisfactory participation in, a drug abuse assistance or rehabilitation program, if such is available in the employee's community, by any employee who is so convicted.
- Makes a good faith effort to continue to maintain a drug free work place through the implementation of the drug free workplace program.
- "As a person authorized to sign this statement, I certify that the above named business, firm or corporation complies fully with the requirements set forth herein".

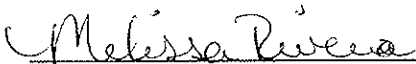

Authorized Signature
10/13/09
Date Signed

State of: California

County of: Placer

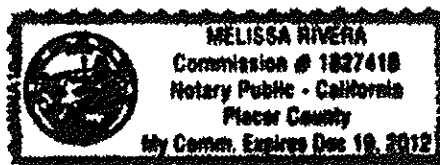
Sworn to and subscribed before me this 13th day of October, 2009

Personally known _____ or Produced Identification CA DL N9307355 MR M0289322
(Specify Type of Identification)


Signature of Notary

My Commission Expires Dec. 19, 2012

(seal)



This document must be completed and returned with your Submittal



CERTIFICATE OF LIABILITY INSURANCE

OP ID DN
MBNSE-1

DATE (MM/DD/YYYY)

09/24/09

PRODUCER ISU/Francis-Pinney Ins. 2266 Lava Ridge Court Ste 200 P.O. Box 619050 Roseville CA 95661-9050 Phone: 916-773-3800 Fax: 916-773-4484		THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.	
INSURED MBN Services Inc. DBA: Bob Murray & Associates 1677 Eureka Rd Ste 202 Roseville CA 95661		INSURERS AFFORDING COVERAGE	NAIC #
		INSURER A: Hartford Insurance Group	22357
		INSURER B: Philadelphia Insurance Company	
		INSURER C:	
		INSURER D:	
		INSURER E:	

COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED, NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YYYY)	POLICY EXPIRATION DATE (MM/DD/YYYY)	LIMITS
A	X	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR	57SBAUZ4977	07/20/09	07/20/10	EACH OCCURRENCE \$ 1000000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300000 MED EXP (Any one person) \$ 10000 PERSONAL & ADV INJURY \$ 1000000 GENERAL AGGREGATE \$ 2000000 PRODUCTS - COM/PROP AGG \$ 2000000
		GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC				
A	X	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS	57SBAUZ4977 57SBAUZ4977	07/20/09 07/20/09	07/20/10 07/20/10	COMBINED SINGLE LIMIT (Ea accident) \$ 1000000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
		GARAGE LIABILITY <input type="checkbox"/> ANY AUTO				AUTO ONLY - EA ACCIDENT \$ OTHER THAN AUTO ONLY: EA ACC \$ AGG \$
		EXCESS / UMBRELLA LIABILITY <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS MADE <input type="checkbox"/> DEDUCTIBLE RETENTION \$				EACH OCCURRENCE \$ AGGREGATE \$ \$ \$ \$
A		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/ MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under SPECIAL PROVISIONS below	57WECFX9552	09/15/09	09/15/10	<input checked="" type="checkbox"/> WC STATU-TORY LIMITS <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1000000 E.L. DISEASE - EA EMPLOYEE \$ 1000000 E.L. DISEASE - POLICY LIMIT \$ 1000000
B		OTHER Professional E&O	PHSD391710	02/27/09	02/27/10	Occ/Agg \$1,000,000 Retention \$5,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / EXCLUSIONS ADDED BY ENDORSEMENT / SPECIAL PROVISIONS

10 days notice of cancellation applies for non-payment of premium.
RE: Services provided by named insured/Broward County Board of County Commissioners and Broward County, Florida are included as additional insured.

CERTIFICATE HOLDER

CANCELLATION

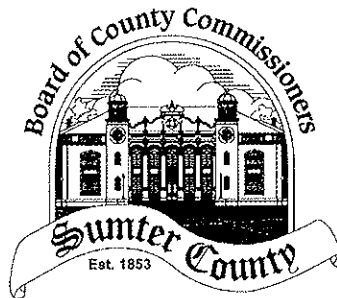
Broward County Board of County Commissioners Risk Mgmt Div, RM 210 115 South Andrews Ave Fort Lauderdale FL 33301	BROW-11	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL <u>30</u> DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.
		AUTHORIZED REPRESENTATIVE



A PROPOSAL TO CONDUCT
EXECUTIVE RECRUITMENT SERVICES
FOR

PUBLIC WORKS DIRECTOR

ON BEHALF OF
SUMTER COUNTY, FLORIDA



BOB MURRAY & ASSOCIATES
6753 THOMASVILLE ROAD #108-242
TALLAHASSEE, FL 32312
(850) 391-0000; FAX TO E-MAIL (916) 751-2293

CONTACT: S. RENÉE NARLOCH, DIRECTOR
rencen@bobmurrayassoc.com
www.bobmurrayassoc.com

October 13, 2009

Selection Committee Members
Sumter County Board of County Commissioners
c/o Ms. Amanda Taylor, Budget & Purchasing Coordinator
910 North Main Street, Suite 220
Bushnell, Florida 33513

Dear Members of the Selection Committee:

Thank you for the opportunity to submit a proposal to conduct an executive recruitment for the Public Works Director position on behalf of Sumter County. The following proposal outlines our recruitment process, a proposed budget, and the qualifications of our firm and our staff. Also enclosed is a list of past clients and a sample recruitment brochure.

With respect to this recruitment for Sumter County, you should know:

- ♥ Bob Murray and Associates has a national reputation for conducting quality searches that result in the placement of candidates ideally suited to our clients' needs. With many years of experience, Bob Murray and Associates has an unmatched record of conducting successful searches for county and municipal executives, having completed **hundreds of public sector recruitments**, including many **Public Works Directors**. Our experience and knowledge of top candidates nationwide will ensure you have an outstanding group of finalists.
- We will utilize our contacts and networks to reach qualified candidates through referrals and our aggressive outreach efforts, especially those who are not currently seeking employment. While focusing our efforts nationally, we will also look regionally and within the **State of Florida** for excellent potential candidates. We understand the importance of finding candidates who are both **highly qualified** and the **right fit** for Sumter County.
- ♥ Ms. S. Renee Narloch, Director-Eastern Region, will conduct the Public Works Director recruitment for Sumter County. She has sole responsibility for our East Coast practice located in Tallahassee, Florida. Over the last 15 years, Ms. Narloch has conducted public sector recruitments on behalf of organizations throughout the **State of Florida** including the **City of Lakeland, Florida (Public Works Director; Employee Relations Director)**; **City of Ocala, Florida (City Manager)**; **Indian River County, Florida (Utilities Director)**; **Town of Jupiter, Florida (Town Manager)**; **Town of Palm Beach, Florida (Town Manager)**; **City of Miami Beach, Florida (City Manager)**; **Orange County, Florida (several positions)**; and **Bay County, Florida (County Manager)**. She recently assisted in the recruitment of the **Executive Director** for the **Florida Association of Counties (FAC)**. Ms. Narloch served as the Southeastern Regional Recruitment Director for MAXIMUS and David M. Griffith and Associates (DMG) prior to joining Bob Murray and Associates. Current clients include the New Orleans Redevelopment Authority

(Executive Director) and the Virginia Commonwealth University (Police Chief).

As needed, Ms. Narloch will be assisted by Mr. Bob Murray, President. Mr. Murray has over 25 years of experience in public sector recruitments. He is well known in the industry and highly respected by public sector professionals nationwide. Prior to forming Bob Murray & Associates in 2000, he led the public sector recruitment divisions for several large consulting firms. Earlier in his career, he served as the City Manager for the City of Olympia, Washington. He has also served as an Assistant City Manager and held positions in law enforcement.

Our extensive network of contacts and knowledge of potential candidates provides us with an advantage when recruiting on behalf of Sumter County. Our knowledge of what makes a candidate truly outstanding, along with our ability to assess your needs and the candidates' abilities, skills and management styles will ensure that Sumter County has an outstanding group of finalists from which to select the new Public Works Director.

To learn first-hand about the quality of our services and our recruitment successes, we invite you to contact the references listed in the proposal.

Thank you for your consideration, and we hope you find our qualifications favorable. Please do not hesitate to contact us at (850) 391-0000 should you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Renee Narloch", written in a cursive style.

S. Renee Narloch
Director

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ENCLOSURES:

- PROPOSER'S CERTIFICATION
- PROPOSER ACKNOWLEDGMENT
- STATEMENT OF TERMS AND CONDITIONS
- REFERENCES & SIMILAR PROJECTS EXPERIENCE FORM
- CONTRACTOR'S AFFIDAVIT
- DRUG FREE WORKPLACE CERTIFICATE
- SAMPLE INSURANCE CERTIFICATE
- CLIENT LIST
- SAMPLE RECRUITMENT BROCHURE

PROFESSIONAL QUALIFICATIONS

OUR FIRM

Bob Murray and Associates is known throughout the industry as the leading public sector recruitment firm by both clients and candidates. We have a reputation for conducting quality searches that result in the placement of candidates ideally suited to meet our clients' needs. We pride ourselves on our responsiveness to clients and candidates, and we assure Sumter County that the highest caliber of service will be provided throughout the recruitment process.

Our firm is comprised of individuals who have *extensive* experience in the recruitment of public sector executives. We have dedicated staff located in two offices—Tallahassee, Florida and Roseville, California (Sacramento). We are incorporated in the State of California as MBN Services, Inc., with a d/b/a of Bob Murray and Associates. Prior to joining our firm at its inception in May of 2000, our recruiters acquired many years of public sector recruitment experience with some of the largest, corporate, public sector consulting firms.

Bob Murray & Associates has an extensive database which includes many potential candidates, as well as our nationwide network of contacts and resources which are invaluable in identifying outstanding candidates, including those who may not be currently looking for opportunities.

OUR EXPERIENCE

Bob Murray and Associates has extensive experience, placing more than **800 hundred public sector professionals**. Our placements include County Managers, City Managers, Deputy Administrators, Human Resources Directors, Finance Directors, Police Chiefs, Fire Chiefs, Public Works Directors, Planning Directors, Economic Development Directors, Engineers, Community Development Directors, Executive Directors, General Managers, and many others. Our experience ranges from working with large, complex organizations such as Fulton County (Atlanta), San Francisco, Los Angeles, Phoenix, Las Vegas, and Arlington County, to much smaller organizations.

Our recruiters have many years of experience conducting searches nationwide, including searches for cities and counties in Arizona, California, Colorado, Connecticut, Florida, Georgia, Iowa, Illinois, Indiana, Michigan, Minnesota, Missouri, North Carolina, New Mexico, Nevada, Ohio, Oregon, Pennsylvania, South Carolina, Texas, Utah, Virginia, Washington, Wisconsin and Wyoming. Our recruitment process combined with our extensive database, expansive network of contacts, and knowledge of outstanding candidates nationwide will ensure that Sumter County has a quality group of finalists from which to select the new Public Works Director.

ASSIGNED STAFF

Our team at Bob Murray and Associates is comprised of a diverse group of individuals who have extensive experience in the recruitment of public sector executives. Ms. Narloch will be responsible for the Public Works Director recruitment for Sumter County, with assistance from Mr. Bob Murray and Ms. Amanda Sanders as needed.

S. RENÉE NARLOCH, DIRECTOR – EASTERN REGION

Ms. Narloch is the Director of our East Coast practice which is located in Tallahassee, Florida. As a native and long-time resident of Florida, she is familiar with Sumter County. She has more than 15 years experience conducting public sector recruitments and has participated in more than 400 searches nationwide. She was formerly employed by DMG and MAXIMUS as a Senior Recruiter with sole responsibility for the firm's executive search practice in the Southeastern, Mid-Atlantic and Mid-Western states. Prior to her recruitment career, she was Senior Consultant for the DMG cost plan and revenue enhancement divisions. She also worked for three Fortune 500 companies in their sales, marketing and financial accounting divisions. Ms. Narloch received her Bachelors of Arts degree in Information Studies, summa cum laude, from the Florida State University, Tallahassee, Florida.

BOB MURRAY, PRESIDENT

Mr. Murray has over 25 years of experience as a recruiter and is recognized as one of the nation's leading recruiters. He has conducted hundreds of searches for cities, counties, universities, and special districts. He has also conducted searches for some of the largest, most complex organizations in the country as well as many small agencies. Mr. Murray has conducted searches for chief executives, department heads, and professional and technical positions. Prior to creating Bob Murray & Associates, Mr. Murray directed the search practice for the largest consulting firm serving local governments in the country. Mr. Murray has worked in local government and benefits from the knowledge of having led an organization. Prior to his career in executive search, he held positions in law enforcement, served as an Assistant City Manager, and served as the City Manager for the City of Olympia, Washington. Mr. Murray received his Bachelor's degree in Criminology from the University of California at Berkeley, followed by graduate studies in Public Administration at California State University at Hayward.

AMANDA SANDERS, CONSULTANT

As a consultant with Bob Murray & Associates, Ms. Sanders is responsible for research, candidate recruitment, screening, reference checks and background verifications. She focuses on client communication and works closely with clients to coordinate candidate outreach and ensure a successful search. Ms. Sanders has several years of industry experience working for one of the nation's largest recruitment firms. Ms. Sanders received her Bachelor's of Arts degree in Communications from the University of Wyoming.

THE RECRUITMENT PROCESS

Bob Murray and Associates' unique, client-driven approach to executive search will ensure that Sumter County has a pool of high-quality candidates from which to select the new Public Works Director. Outlined below are the key steps in our recruitment process.

STEP 1 – DEVELOPING THE CANDIDATE PROFILE

Our understanding of the County's requirements will be the foundation to a successful search. We will work directly with the County staff and others involved in the process in order to learn as much as possible about what the organization expects of a new Public Works Director. We can also meet with other key staff or community members to gather input. We want to learn about the values and culture of the organization, as well as to understand the current issues, challenges and opportunities that face Sumter County. We also want to be fully acquainted with the County's expectations regarding the knowledge, skills and abilities sought in the ideal candidate, and we will work with your organization to identify expectations regarding education and experience. Additionally, we want to discuss expectations regarding compensation and other items necessary to complete the successful appointment of the ideal candidate. The profile that we develop together at this stage will guide our recruitment efforts.

STEP 2 – ADVERTISING CAMPAIGN AND RECRUITMENT BROCHURE

After gaining an understanding of the County's needs, we will design an effective advertising campaign that is appropriate for the recruitment. We will focus on professional journals that are specifically suited to the Public Works Director search, utilizing venues that will target a qualified pool of candidates. We will also develop a professional recruitment brochure on the County's behalf that will discuss the community, organization, position and compensation. Once completed, we will mail the brochure to an extensive audience, making them aware of the exciting opportunity with Sumter County. A sample brochure has been included for your review.

STEP 3 – RECRUITING CANDIDATES

After cross-referencing the profile of the ideal candidate with our database of thousands of candidates and our contacts in the field, we will conduct an aggressive outreach effort that includes making personal calls to prospective applicants in order to identify and recruit outstanding candidates, including women and minorities. We realize that the best candidate is often not looking for a new job, and this is the person that we actively pursue to become a candidate. Aggressively marketing the Public Works position to prospective candidates will be essential to the success of the search.

STEP 4 – SCREENING CANDIDATES

Following the closing date for the recruitment, we will screen all resumes using the criteria established in our initial meetings to narrow the field of candidates.

STEP 5 – PERSONAL INTERVIEWS

We will conduct personal interviews with the top 10 to 12 candidates in order to determine which candidates have the greatest potential to succeed in your organization. During the interviews, we will explore each candidate's background and experience as it pertains to the Public Works Director position. In addition, we will discuss the candidate's motivation for applying for the position and make an assessment of his/her knowledge, skills and abilities. We will devote specific attention to determining the likelihood of the candidate's acceptance of the position if an offer of employment is made.

STEP 6 – PUBLIC RECORD SEARCH

Following the interviews, we will conduct a review of published articles that reference each candidate. Various sources will be consulted, including Lexis-Nexis™, a newspaper/magazine search engine, Google, and local papers from the communities in which the candidates have worked. This brings to our attention any further detailed inquiries that we may need to make at this time.

STEP 7 – RECOMMENDATION

Based on the information gathered through meetings with your organization and personal interviews with candidates, we will typically recommend three to five candidates for your consideration. We will prepare a detailed, written report on each candidate that focuses on the results of our interviews and public record searches. We will make specific recommendations, but the final selection of those to be considered will be up to you. For those individuals you select to interview, we will perform job related and educational background checks prior to the candidates' interviews with the County.

STEP 8 – FINAL INTERVIEWS

Our years of experience will be invaluable as we help you to develop an interview process that objectively assesses the qualifications of each candidate. We will adopt an approach that fits your needs, whether it is a traditional interview, multiple interview panel or assessment center process. We will provide you with suggested interview questions and rating forms, and we will be present at the interviews to facilitate the process. Our expertise lies in facilitating the discussion that can bring about a consensus regarding the final candidates.

We will work closely with your staff to coordinate and schedule interviews and candidate travel. Our goal is to ensure that each candidate has a very positive experience, since the manner in which the entire process is conducted will have an effect on the candidates' perceptions of your organization.

STEP 9 – BACKGROUND CHECKS/DETAILED REFERENCE CHECKS

Based on final interviews, we will conduct credit, criminal, civil litigation and motor vehicle record checks for the top one to three candidates. In addition, those candidates will be the subjects of detailed, confidential reference checks. In order to gain an accurate and honest appraisal of the candidates' strengths and weaknesses, we will talk candidly with people who have direct knowledge of their work and management style. We will ask candidates to provide the names of their supervisors, subordinates and peers for the past several years. Additionally, we will make a point of speaking confidentially to individuals known to have insight into a candidate's abilities, but who may not be on his/her preferred list of contacts. At this stage in the recruitment, we will also verify candidates' educational backgrounds and any required certifications.

STEP 10 – NEGOTIATIONS

We recognize the critical importance of successful negotiations and can serve as your representative during this process. Our experience provides us with insight into current industry standards and expectations in negotiating contracts, and we will be available to advise you regarding current approaches to difficult issues such as housing and relocation. Working to secure the appointment of your chosen candidate, we will represent your interests and advise you regarding salary, benefits and employment agreements. We have the expertise to turn a very sensitive aspect of the recruitment into one that is viewed positively by both you and the candidate.

STEP 11 – COMPLETE ADMINISTRATIVE ASSISTANCE

Throughout the recruitment, we will provide the County with updates on the status of the search. We will also take care of all administrative details on your behalf. Candidates will receive personal letters advising them of their status at each critical point during the recruitment. In addition, we will respond to inquiries about the status of their candidacy within 24 hours. Every administrative detail will receive our attention. Often, candidates judge our clients based upon how well these details are handled.

BUDGET, TIMING AND GUARANTEE

PROFESSIONAL FEE AND EXPENSES

The professional fee for conducting this recruitment on behalf of Sumter County is \$12,500, plus actual expenses. Services covered by the fee consist of all steps outlined in this proposal, including three (3) days of meetings on site. Expenses are estimated to be \$6,500-\$7,500 and include items such as the cost of consultant travel, clerical support, placement of ads, credit, criminal and civil checks, education verification, as well as newspaper searches. In addition, postage, photocopying, and telephone charges are included.

TIMING

We are available to begin the search immediately, and our current workload is such that we can ensure that the County will receive our full attention throughout the entire recruitment process. We will be prepared to make our recommendation regarding finalists within 75 to 90 days from the start of the search. A standard recruitment can typically be completed in 16 weeks and follows a schedule similar to the one below:

WEEK:	TASK:
1	Conduct meeting with the County and others involved in the process
2	Develop recruitment brochure and advertisements
3	County reviews recruitment brochure and advertisements
4	Recruitment brochure printed and advertisements placed
5	Active recruitment of candidates begins
9	Closing date
10	Screen resumes
11-12	Recruiter interviews top candidates
12-13	Public records search
14	Review recommendations with the County and others involved in the process
15	Candidates interview with County, follow-up interviews, and consultant reference/background checks
16	Candidate selected

GUARANTEE

We guarantee that, should the selected candidate be terminated for cause within the first year of employment, we will conduct the search again at no cost (with the exception of expenses) to the County. We are confident in our ability to recruit outstanding candidates and do not expect the County to find it necessary to exercise this provision. We commit to continuing the recruitment process until an appointment is made, and we will not solicit the selected candidate for any other opportunities while employed by Sumter County.

REFERENCES

Clients and candidates provide the best testament to our ability to conduct quality searches. Listed below are a few clients for whom Bob Murray and Associates' recruiters have conducted searches, and a complete listing of clients is enclosed as well. Specific references are also listed below, and we encourage you to contact them for a first-hand account of the quality of our services.

CLIENT: City of Poway, CA
POSITION: Public Works Director
REFERENCE: Mr. Mickey Cafagna, Mayor, (858) 668-4520 or Mr. Rod Gould, City Manager, (858) 668-4500

CLIENT: New Orleans Redevelopment Authority, New Orleans, LA
POSITION: Executive Director
REFERENCE: Mr. Sam Saia, Project Manager, (504) 658-4429, sgsaia@cityofno.com

CLIENT: Virginia Commonwealth University, Richmond, VA
POSITION: Police Chief
REFERENCE: Ms. Patricia Wallace, Human Resources Manager, (804) 828-3721, wallacepd@vcu.edu

CLIENT: Clackamas County, OR
POSITION: County Administrator and others
REFERENCE: Ms. Nancy Drury, Personnel Director, (503) 655-8812

CLIENT: City of Phoenix, AZ
POSITION: City Manager, Water Services Director
REFERENCE: Ms. Mary Kyle, Deputy Personnel Director, (602) 262-6270 mary.kyle@phoenix.gov

BOB MURRAY & ASSOCIATES
CLIENT LIST

The following list is a partial representation of projects completed by our recruitment staff and serves to provide an overview of the depth of our experience. Furthermore, many of our clients are repeat customers, which is a testament to the quality of our services.

CITY/TOWN MANAGER

Airway Heights, WA	Grover Beach, CA
Albany, CA (City Administrator)	Half Moon Bay, CA
Albany, OR	Highland Village, TX
Antioch, CA	Hollister, CA
Apache Junction, AZ	Imperial, CA
Apple Valley, CA (Town Manager)	Ione, CA
Arcata, CA	Irwindale, CA
Aurora, CO	Jupiter, FL
Avon, CO	La Mesa, CA
Bay City, MI	La Palma, CA
Barstow, CA	Lakeport, CA
Benicia, CA	Lancaster, CA
Boynton Beach, FL	Laramie, WY
Boulder, CO	Lathrop, CA
Campbell, CA	Lemon Grove, CA
Capitola, CA	Los Alamitos, CA
Carmel, CA	Manteca, CA
Casa Grande, AZ	Martinez, CA
Castle Rock, CO (Town Manager)	Menlo Park, CA
Chico, CA	Merced, CA
Chino Hills, CA	Miami Beach, FL
Chula Vista, CA	Millbrae, CA
Claremont, CA	Mill Valley, CA
Commerce City, CO	Milwaukie, OR
Concord, CA	Monrovia, CA
Coos Bay, OR	Needles, CA
Corcoran, CA	Newberg, OR
Corona, CA	Newcastle, WA
Corte Madera, CA (Town Manager)	Novato, CA
Damascus, OR	Oakdale, CA
Dixon, CA	Oakley, CA
Dublin, CA	Ocala, FL
Elk Grove, CA	Oceanside, CA
Eugene, OR	Ojai, CA
Fairfield, CA	Orinda, CA
Fortuna, CA	Pacifica, CA
Fremont, CA	Palm Beach, FL
Goleta, CA	Palo Alto, CA
Greenwood Village, CO	Park City, UT
	Pasadena, CA

Pico Rivera, CA
Pismo Beach, CA
Pittsburg, CA
Poway, CA
Rancho Cordova, CA
Rancho Santa Margarita, CA
Red Bluff, CA
Rio Vista, CA
Riviera Beach, FL
Roseville, CA
Safety Harbor, FL
Salem, OR
Salinas, CA
San Antonio, TX
San Clemente, CA
San Ramon, CA
Shoreline, WA
Sonoma, CA
South Lake Tahoe, CA
South Pasadena, CA
Springfield, OR
Stanton, CA
Stockton, CA
The Woodlands, TX
Thousand Oaks, CA
Tracy, CA
Truckee, CA (Town Manager)
Turlock, CA
Vancouver, WA
Ventura, CA
Walnut Creek, CA
West University Place, TX
Westminster, CA
Woodland, CA
Yuba City, CA

AVIATION/AIRPORT

Big Bear Airport, CA
Clark County, NV
Dallas/Fort Worth, TX
Metro-Dade County, FL
San Jose, CA
Washoe County, NV

**ADMINISTRATIVE
SERVICES DIRECTOR**

Garden Grove, CA
Los Alamitos, CA
Ontario, CA

Placer County Water Agency, CA
Pleasanton, CA
Stockton, CA
Teton County, WY
Yucca Valley, CA

ANIMAL SERVICES DIRECTOR

Oakland, CA
Rancho Cucamonga, CA

**ASSISTANT/
DEPUTY CITY MANAGER**

Alameda, CA
Barstow, CA
Beverly Hills, CA
Carlsbad, CA
Charlottesville, VA
Dublin, CA
Lancaster, CA
Monterey, CA
North Las Vegas, NV
Orange, CA
Pasadena, CA
Peoria, AZ
Petaluma, CA
Pomona, CA
Rancho Cordova, CA
Reno, NV
Rocklin, CA
San Diego, CA (Asst. COO)
Stockton, CA
Tallahassee, FL
Woodland, CA
Yuba City, CA

BUILDING OFFICIALS/INSPECTION

Arroyo Grande, CA
Bakersfield, CA
Centre City Development Corporation, CA
Clearwater, FL
El Segundo, CA
Grants Pass, OR
Marin County, CA
Modesto, CA
Palo Alto, CA
Sacramento, CA
San Francisco, CA
Stockton, CA
Tallahassee, FL

Tehama County, CA

CITY CLERK

Central Contra Costa Sanitation District,
CA (Secretary to the District)
Chino Hills, CA
Dublin, CA
Fremont, CA
Menlo Park, CA
Monterey County, CA (Clerk to the Board)
Napa, CA
Rio Vista, CA
Santa Clara Valley Transportation
Authority, CA (Board Secretary)
Sunnyvale, CA

COMMUNITY

DEVELOPMENT DIRECTOR

Benicia, CA
Beverly Hills, CA
Capitola, CA
Casper, WY
Chandler, AZ
Chino Hills, CA
Fort Collins, CO
Fullerton, CA
Los Banos, CA
Maple Valley, WA
Marin County, CA
Modesto, CA
Moreno Valley, CA
Newark, CA
Newcastle, WA
North Miami Beach, FL
Oakland, CA
Oceanside, CA
Pleasanton, CA
Redlands, CA
Salem, OR
San Carlos, CA
Santa Cruz, CA
Stockton, CA
Tallahassee, FL
Thornton, CO
Vacaville, CA
Vail, CO
Vallejo, CA
Walnut Creek, CA
Yucca Valley, CA

CONVENTION AND

VISITOR'S BUREAU DIRECTOR

Los Angeles, CA
North Lake Tahoe Visitors Bureau, CA
Mammoth Lakes, CA
San Antonio, TX
Steamboat Springs, CO

COUNTY ADMINISTRATOR

Alachua County, FL
Arlington County, VA
Bay County, FL
Clackamas County, OR
Clark County, NV (Assistant)
Deschutes County, OR
Fulton County, GA
Los Alamos County, NM
Lowndes County, GA
Maricopa County, AZ
Marion County, OR
Pima County, AZ
Tehama County, CA
Washington County, OR

ENGINEERING

Bakersfield, CA
Barstow, CA
Central Contra Costa Sanitary District, CA
Charlottesville, VA
Chino Hills, CA
Clark County, NV – McCarran Airport
Damascus, OR
Dublin San Ramon Services District, CA
Elk Grove, CA
Lynchburg, VA
Needles, CA
Nevada County, NV
Nye County, NV
Oceanside, CA
Pico Rivera, CA
Pima County, AZ
Pismo Beach, CA
Richmond, CA
Reno, NV
Stockton, CA
San Luis Obispo County,
Nacimiento Project, CA
South Pasadena, CA
Tracy, CA

**ECONOMIC DEVELOPMENT/
REDEVELOPMENT**

Bay Economic Development Corporation,
MI

Chula Vista, CA

Fremont, CA

Fullerton, CA

Glendale, AZ

Milpitas, CA

Modesto, CA

Oakland, CA

Palm Springs, CA

Port of Los Angeles, CA

Port of San Diego, CA

Sacramento, CA

Salinas, CA

Scottsdale, AZ

Stockton, CA

Taft, CA

Tracy, CA

Upland, CA

Vancouver, WA

EXECUTIVE DIRECTOR

Association of Monterey Bay Area
Governments, CA

Arizona Municipal Water Users Association,
AZ

Bay Area Air Quality Management District,
CA

Bay County Tourism Development, FL

California Peace Officers Association, CA

California State Association of Counties,
CA

Central Contra Costa Solid Waste Authority,
CA

Chula Vista Redevelopment Agency, CA

Colorado Police/Fire Pension Fund, CO

Elk Grove-Rancho Cordova-El Dorado
Connector JPA, CA

Housing Authority of the City of

Los Angeles, CA

Housing Authority of the County of Butte,
CA

Housing Authority of the County of Santa
Cruz, CA

Kings Community Action Organization, CA

Mammoth Lakes Visitors Bureau, CA

March Joint Powers Authority, CA

Metro, Portland, OR

Oregon Cascades West Council of
Governments, OR

Palos Verdes Library District, CA

Sacramento Area Flood Control Agency,
CA (Executive & Deputy)

San Diego Association of Governments,
CA

San Joaquin Council of Governments, CA

Santa Clara Valley Water District, CA
(CEO)

South Bayside Waste Management
Authority, CA

Vancouver Housing Authority, WA
(Executive & Deputy)

West Contra Costa Integrated Waste
Management District, CA

West Contra Costa Transportation Advisory
Committee, CA

Yolo Emergency Communications Agency,
CA

FINANCIAL

Alameda County Congestion Management
Agency, CA

Albany, GA

Aurora, CO

Baldwin Park, CA

Barstow, CA

Boulder, CO

Boulder City, NV

Calaveras County Water District, CA

Campbell, CA

Chino Hills, CA

Clark County, NV

Damascus, OR

Dallas, TX

D.C. Government, DC

Elk Grove, CA

Glendale, AZ

Grants Pass, OR

Half Moon Bay, CA

Hercules, CA

Housing Authority of the City of Los
Angeles, CA

Imperial Beach, CA

Inglewood, CA

Ione, CA

Lancaster, CA

Los Alamos County, NM
Los Altos, CA
Menlo Park Fire Protection District, CA
Norfolk, VA (Assistant Director)
Palmdale Water District, CA
Pleasanton, CA
Richmond, VA
San Diego, CA
San Francisco, CA
San Leandro, CA
San Jose, CA
Santa Monica, CA
Sparks, NV
Stockton, CA

FIRE CHIEF

Alameda, CA
Arroyo Grande (Director of Building & Fire)
Aurora, CO
Chula Vista, CA
Eugene, OR
Fremont, CA
Folsom, CA
Fullerton, CA
Glendale, AZ
Hillsboro, OR
Livermore – Pleasanton Fire District, CA
Los Alamos County, NM
Milpitas, CA
Monrovia, CA
Mountain View, CA
Newark, CA (Assistant & Chief)
Oceanside, CA
Petaluma, CA
Rancho Cucamonga, CA (Deputy and Chief)
Rancho Santa Fe Fire Protection District, CA
Salinas, CA
San Mateo, CA
San Miguel Fire Protection District, CA
Santa Cruz, CA
Seattle, WA
Sonoma Valley Fire & Rescue Authority, CA
Thornton, CO
University of California, Davis
Union City, CA

Upland, CA
Vacaville, CA

GENERAL MANAGER

Calaveras County Water District, CA
Central Contra Costa Sanitation District, CA
Central Marin Sanitation Agency, CA
Coachella Valley Mosquito Vector Control District, CA
East Bay Dischargers Authority, CA
Hilton, Famkopf, and Hobson LLC, CA
Jackson Hole Chamber of Commerce, WY
Joshua Basin Water District, CA
Los Angeles Convention Center, CA
Monterey Regional Waste Management District, CA
Minority/Women Business Enterprise Alliance, FL
Monterey Regional Water Pollution Control Agency, CA (Assistant GM)
Oro Loma Sanitary District, CA
Public Agency Risk Sharing Authority of California, CA
Pleasant Valley Recreation & Park District, CA
Reclamation District 1000, CA (District Engineer)
Ross Valley Sanitary District, CA
Salinas Valley Solid Waste Authority, CA
Sanitary District No. 5 of Marin County, CA
Santa Cruz Consolidated Emergency Communications Center, CA
Sewer Authority Mid-Coastside, CA
South Placer Municipal Utility District, CA
Sweetwater Springs Water District, CA
Union Sanitary District, CA
Valley of the Moon Water District, CA
Walnut Valley Water District, CA

HOUSING

Allegheny Housing Authority, PA
Dallas Housing Authority, TX
Housing Authority for the City of Los Angeles, CA
Housing Authority for the County of Butte, CA
Housing Authority for the County of Santa Cruz, CA

Milpitas, CA
Vancouver Housing Authority, WA
(Executive Director & Deputy)

LEGAL COUNSEL

Arlington County, VA
Aurora, CO
Cupertino, CA
Hayward, CA
Lathrop, CA
Monterey, CA
Morgan Hill, CA
Newport Beach, CA
North Las Vegas, NV
Oceanside, CA
Palo Alto, CA
Sacramento Area Flood Control Agency,
CA
Salinas, CA
San Benito County, CA
San Mateo, CA
Stockton, CA
Ventura, CA
Yolo County, CA (Assistant County
Counsel)

PARKS/RECREATION/ COMMUNITY SERVICES

Alexandria, VA
Anaheim, CA
Arlington, TX
Bakersfield, CA
El Segundo, CA
Emeryville, CA
Half Moon Bay, CA
Lemoore, CA
Long Beach, CA
Lynwood, CA (Director and Assistant
Director)
Maple Valley, WA
Orange County, FL
Pleasanton, CA
Pleasant Valley Recreation and Park
District, CA
Pomona, CA
Sacramento, CA
San Carlos, CA
San Jose, CA (Director and Assistant
Director)

Santa Clarita, CA
Stockton, CA
Thorton, CO
Ventura, CA
Whittier, CA

PERSONNEL/HUMAN RESOURCES

Alameda County, CA
Anaheim, CA
Ann Arbor, MI
Benicia, CA
Colusa County, CA
Corona, CA
Fremont, CA
Inland Empire Utilities Agency, CA
Glendale, AZ
Grants Pass, OR
Hillsborough County, FL
Judicial Council of California –
Administrative Office of the Courts, CA
Lakeland, FL
Moreno Valley, CA
Newark, CA
Norfolk, VA (Assistant Director)
North Las Vegas, NV
North Miami Beach, FL
Ontario, CA
Palmdale Water District, CA
Petaluma, CA
Pomona, CA
Rocklin, CA
Scottsdale, AZ
Stockton, CA
Valdosta, GA
Tehama County, CA
Vail, CO

PLANNING

Alameda, CA
Aurora, CO
Beverly Hills, CA
Boulder, CO
Casper, WY
Centre City Development Corporation, CA
Chula Vista, CA
Damascus, OR
El Segundo, CA
Elk Grove, CA
Gilbert, AZ

Madera, CA
Milpitas, CA
Modesto, CA
Needles, CA
Oceanside, CA
Palo Alto, CA
Reno, NV
Riverside, CA
Robson Homes, CA
Roseville, CA
Sacramento, CA
Santa Cruz, CA
Stockton, CA
Teton County, WY
Tracy Unified School District, CA
Washington County, OR

POLICE CHIEF/SAFETY

Apache Junction, AZ
Arroyo Grande, CA
Ashland, OR
Aurora, CO
Berkeley, CA
Boynton Beach, FL
Capitola, CA
Carlsbad, CA
Casper, WY
Chandler, AZ
Chesterfield County, VA
Chico, CA
Colton, CA
Concord, CA
Culver City, CA
Eugene, OR
Fairfield, CA
Fullerton, CA
Glendale, AZ (Chief and Assistant Chiefs)
Glendora, CA
Half Moon Bay, CA
Hayward, CA
Irvine, CA
Irwindale, CA
Jackson Hole, WY
La Mesa, CA
Laramie, WY
Littleton, CO
Los Angeles, CA
Los Angeles World Airports, CA
Los Banos, CA

Maywood, CA
Menlo Park, CA
Merced, CA
Mesa, AZ
Monrovia, CA
Monterey, CA
North Las Vegas, NV
Novato, CA
Oakdale, CA
Oceanside, CA
Orange County, CA (Sheriff-Coroner)
Petaluma, CA
Pismo Beach, CA
Placentia, CA
Pleasanton, CA
Port of Long Beach, CA
Port of San Diego, CA
Port of Seattle, WA
Reno, NV
Rio Vista, CA
Rocklin, CA
Sacramento, CA
Salinas, CA
San Bernardino, CA
San Diego State University, CA
San Fernando, CA
San Francisco, CA
San Jose State University, CA
San Rafael, CA
Seaside, CA
Seattle, WA
Southgate, CA
Sunnyvale, CA (Public Safety Director)
Tulsa, OK
Turlock, CA
University of California, Davis, CA
University of California, Santa Barbara, CA
University of Oregon, OR
Vacaville, CA
Vail, CO
Virginia Commonwealth University (VCU)
Whittier, CA

POLICE COMMAND STAFF

Menlo Park, CA
Pleasanton, CA
Santa Rosa, CA
Port of San Diego, CA
University of California, San Francisco, CA

POLICE OVERSIGHT

San Francisco, CA (Director of Office of
Citizen Complaints)
San Jose, CA (Independent Police Auditor)

**PUBLIC AFFAIRS/INTERGOVERNMENTAL
RELATIONS DIRECTOR**

Beverly Hills, CA
Rancho Cordova, CA
San Diego Regional Airport Authority, CA
West Basin Municipal Water District, CA

PUBLIC SAFETY COMMUNICATIONS

Aurora, CO
Clackamas County, OR
Heartland Communications Facility
Authority, CA
San Francisco, CA
San Jose, CA
Santa Cruz Consolidated Emergency
Communications Center, CA
Washington County Consolidated
Communications Agency, OR
Yolo Emergency Communications Agency,
CA

PUBLIC WORKS

Belmont, CA
Boulder, CO
Chandler, AZ
Charlottesville, VA
Clark County, NV
Dublin San Ramon Services District, CA
El Paso Water Utilities Board, TX
Elk Grove, CA
Fresno, CA
Galt, CA
Grants Pass, OR
Greenwood Village, CO
Half Moon Bay, CA
Indian River County, FL
Inglewood, CA
Las Vegas, NV
Lathrop, CA
Los Banos, CA
Mammoth Lakes, CA
Maple Valley, WA
Modesto, CA
Monrovia, CA

Morro Bay, CA
North Miami Beach, FL
Pico Rivera, CA
Pismo Beach, CA
Pomona, CA (Director and Deputy
Director)
Poway, CA
Roseburg, OR
San Benito County, CA
San Carlos, CA
Santa Cruz, CA
South Pasadena, CA
Stockton, CA
Tehama County, CA
Tiburon, CA
Upland, CA
Woodland, CA

PURCHASING

Central Contra Costa Sanitary District, CA
(Purchasing & Materials Manager)
Tacoma, WA (Purchasing Manager)

RISK MANAGEMENT

Central Contra Costa Sanitary District, CA
(Safety & Risk Management Administrator)
Central Marin Sanitation Agency, CA
(Director of Safety and Training)
Riverside Transit Agency, CA (Risk
Manager)

TECHNOLOGY

Clark County, NV
Fresno, CA
Hayward, CA
Hillsboro, OR
Inland Empire Utilities Agency, CA
Modesto, CA
Richmond, VA
San Francisco, CA

TRANSPORTATION

Elk Grove-Rancho Cordova-El Dorado
County Connector Joint Powers Authority,
CA
Orange County, FL
San Diego Association of Governments,
CA
Santa Clarita, CA

Sarasota County, FL
Washington County, OR
West Contra Costa Transportation Advisory
Committee, CA

**WASTE WATER/
SANITATION/SOLID WASTE**

Central Contra Costa Sanitation District,
CA
Central Contra Costa Solid Waste Authority,
CA
Central Marin Sanitation Agency, CA
East Bay Dischargers Authority, CA
Lakeland, FL
Monterey Regional Waste Management
District, CA
Monterey Regional Water Pollution Control
Agency, CA
Orange County Water & Sewer Authority,
NC
Richmond, CA
Ross Valley Sanitary District, CA
Salinas Valley Solid Waste Authority, CA
San Jose, CA
Sewer Authority Mid-Coastside, CA
South Bayside Waste Management
Authority, CA
Stockton, CA
Union Sanitary District, CA
West Contra Costa Integrated Waste
Management Authority, CA

WATER

Arizona Municipal Water Users Association,
AZ
Aurora, CO
Bakersfield, CA
Calaveras County Water District, CA
Joshua Basin Water District, CA
Orange County, FL
Natrona County Regional Water District,
WY
Phoenix, AZ
Reclamation District 1000, CA (District
Engineer)
Richmond, VA
Sacramento Area Flood Control Agency,
CA
San Luis Obispo County, CA

Santa Clara Valley Water District, CA
South Placer Municipal Utility District, CA
Southwest Florida Water Management
District, FL
Stockton, CA
Sweetwater Springs Water District, CA
Tucson, AZ
Valley of the Moon Water District
Walnut Valley Water District, CA

OTHER

Bay Area Air Quality Management District,
CA (Deputy Air Pollution Control Officer)
Benton County, OR (Health Director)
Bureau Veritas, CA (Vice President –
Operations)
Government Services Group, Inc.
(Municipal Services Manager)
Hilton, Farmkopf, and Hobson LLC
(Manager/Vice President)
Monterey Bay Unified Air Pollution Control
District, CA (Air Pollution Control Officer)
Port of Long Beach, CA (Managing
Director)
Port of Los Angeles, CA (Executive
Director of Port Technologies
Development Center)
Port of San Diego, CA (Senior Director of
Real Estate)
Robson Homes (Forward Planner and Land
Acquisition Manager)
Sacramento, CA (Preservation Director)
Sacramento, CA (Urban Design Manager)
San Jose, CA (Assistant Director of
Environmental Services)
San Manuel Band of Tribal Indians (Tribal
Manager)
Superior Court of San Luis Obispo County,
CA (Assistant Court Executive Officer)